

# WASHINGTON STATE APPRENTICESHIP AND TRAINING COUNCIL

APRIL 17 - 18, 2003

9:00 AM

## MINUTES

### THURSDAY SESSION

A moment of silence for Donald J. Costello. Born in Sprague, Washington, January 17, 1926, passed away April 4, 2003 in Seattle. He is survived by Sheila, his wife of 45 years, and their 12 children. Don received a combat infantry badge, the Purple Heart, and the Bronze Star in the Battle of the Bulge. He was a business agent for the machinist union, Local 79, and served as an apprenticeship coordinator for the state of Washington. His favorite pastimes were hunting, fishing, and playing cards with family and friends.

Chairman LaFrank Newell called the meeting to order at 9:10 a.m. Greetings were given by Dennis Larson, Labor & Industries Region 6 Insurance Consultation Program Manager. The roll call was taken and a quorum of members were present.

**MINUTES:** M/S/C January 16 & 17, 2003 minutes as written

### **CERTIFICATES OF MERITORIOUS SERVICE:**

<u>Name</u>	<u>Organization</u>
Andrew R. Dahlman	Inland Empire Electrical Training Trust JATC
Bill Ott	King County Carpenters JATC

**CORRESPONDENCE:** M/S/C as presented

### **REPORTS:**

#### State Board for Community and Technical Colleges

Rebecca Rhodes with the State Board for Community and Technical Colleges reported that a presentation was given yesterday to the coordinators' association and to the colleges regarding community college budgets and operating issues. A copy of the PowerPoint presentation was handed out to the Council for their reference.

One of the things to take note on is that our state has been and continues to shift the cost of education from the general taxpayers to the student. We had a 12 percent tuition increase this year, and as it looks for the next biennium, we'll be facing a 9 percent tuition increase each year of the biennium. This is a real issue for colleges that offer a lot of programs that receive waivers as they're unable to make up the budget cuts with increased tuition.

In addition to apprenticeship, we also have several other programs that receive waivers, including basic skills, GED, and English as a second language training, as well as parent education classes. Over the next year the state board will be looking at these waivers, trying to make sure that there are not disincentives so colleges continue operating those important programs.

Secondly, the state board has made a commitment to create a pool of funding that's specifically for apprenticeship. This year that pool was 450 FTE, and that was developed by setting aside 10 percent of our new enrollment growth coupled with a pool that had been created a few years in the past. Our state board set aside this pool for two purposes: to help develop new apprenticeship programs and also to help support growth in existing programs.

Last year we allocated 400 FTE at the beginning of the year, and then saved 50 FTE to keep in a reserve as needs came up throughout the year. However, there wasn't a lot of demand for those 50 FTE and later in the year we allocated those out to colleges on the same basis as the original 400.

Based on conversations that we had with colleges and with the apprenticeship coordinators and given the current fiscal environment, what we're planning to do this year is allocate the entire 450 FTE at the beginning of the year so that colleges can make commitments to apprenticeship programs sooner at the beginning of the year with those.

The third and final thing – Substitute House Bill 1061 is a resulting legislation from House Bill 1060 and 1061 (passed out two handouts) that the Department of Labor and Industries shared with you in January at your meeting in Bellingham. Rebecca personally thanked all of the apprenticeship coordinators and the colleges who gave some excellent input on those pieces of legislation at the meeting in Bellingham. We were really able to take that input back to the legislature and help make this bill and this legislation more effective in helping apprenticeship.

The purpose of the bill is to help expand opportunity for apprentices to receive degrees. The bill also directs the State Board for Community and Technical Colleges to convene a work group to examine laws and rules pertaining to instruction for apprentices with the objective of reducing barriers for apprentices to earn associate degrees. We are also responsible for providing a report to the legislature by December 15th, 2003.

One of the two handouts passed out to the Council is entitled, "DRAFT April 2003." This is a draft of the process that we're looking at putting together to meet the objectives of the legislation. We're looking at a two-phase process, starting with getting together a work group of people that have firsthand knowledgeable of how apprenticeship works, working with practitioners, colleges, coordinators, and the Department of Labor and Industries to look at what the current issues and practices are. And on the backside of your handout are lists of some of the questions that we've begun brainstorming that would help us be able to address the barriers around degrees. If you could look over those questions, and if you have any other thoughts about things that will help us make decisions about how to improve the system so that apprentices can earn degrees, we would really like your input on that.

The goal of the process is that this work group would work together to identify the current issues and policies and then put together some policy recommendations. And then with those policy options, we would go forward to the policymakers, including this council, the college presidents, and our state board. You all would have a chance to review the work that was done by the work group earlier in the year and also examine the policy options that were put forward.

With the input from those policymakers, our state board would make a final recommendation at the beginning of December, and then we would be prepared to give our report to the legislature by December 15th. It is a fairly aggressive time line because we only have about eight months to do the work. If people have recommendations on or nominations for people to participate in the Phase I work group, I would appreciate it if they got those names to me. The state board will be deciding the makeup of that group just to make sure we have equal representation from all of the parties that need to be involved. If people are interested, we would appreciate that.

Again, if people have input on the study questions that we'll be looking at, my name and contact information are on the front. Thank you.

### **Apprenticeship Training, Employer, and Labor Services (ATELS)**

Anne Wetmore, Washington State director for the U.S. Department of Labor ATELS reported.

On a national level, Department of Labor ATELS is making good progress with their initiatives on promoting and developing new and emerging apprenticeships, especially in information technology, health care, and other occupations. We're sharing information with other states and being able not to reinvent the wheel by sharing this information.

Washington State is being looked to for their innovations such as the Washington Public School Classified Employees Apprenticeship with their Para educator apprenticeship program that's helping hundreds of school employees be able to meet the No Child Left Behind Act without having to lose their job or be demoted within another year or so.

What many states around the country are doing is looking at this model to implement in their states too, with this national initiative / act.

Many states are also using MultiCare health care, the health unit coordinator that was developed. A lot of them are starting to develop programs in that. They've been using our dispensing opticians as a template in other states. Alaska got one developed statewide and several other states have had success with that as well.

Our Navy is a federal program, a very good program, our Naval undersea warfare-testing center in Keyport, an information technology specialist, and cyber security programs are part of a pilot for the national initiative.

What we're doing is sharing information. We're coming along really well with these to help our workers. As we look at that, trying to promote apprenticeship in these new emerging occupations, there's a reason that this promotion, expansion of new apprenticeship is on a national Department of Labor score card, as well as in Washington State workforce development plans, such as in the Workforce Board, the governor's office, Labor and Industry's score card, and this council's strategic plan.

The reason is our economy. We need workers to be earning a wage while they're training so that they can contribute and support our economy. There's a reason for all of us to continue to support this expansion.

It should be the workforce training program first on everyone's list to be funded and to receive resources. But we have a problem. We have limited resources, especially with FTE's of the college that they have to allocate for apprenticeship. And many of the existing programs, understandably, want to make sure that the FTE's stay with their original programs and, you know, they have valid reasons and they don't support the expansion of apprenticeship. However,

rather than pit traditional against nontraditional apprenticeships, I would like to ask the Council to really work with us all as we try to work with the limited resources, try to see if we can expand some type of funding and support so that we can go ahead and have the people come in that would like to participate in apprenticeship. These workers need these career ladders, these wage progressions. It's good for workers. It's good for business. It's good for our economy.

The second thing, we had some discussions yesterday in the Affirmative Action Advisory Committee on civil service exemptions with affirmative action. Even though the labor market does state that 80 percent of the new workforce is going to be women, minorities, and immigrants, I want to make it real clear that ATELS is very strongly committed to affirmative action, outreach, and recruitment to these groups. They're not going to just fall into apprenticeship programs just because they're out there, without efforts.

On behalf of the apprenticeship programs parts, we want to commend the hard work of this Council over the years, Labor and Industries, the apprenticeship coordinators, the sponsors in this room, the community-based organizations, and pre-apprenticeship programs over the years that have contributed to Washington having better numbers with women and minorities and having them succeed. It's one thing to get in the door, it's another thing to successfully complete the apprenticeship. And that's what we all want, is qualified workers completing.

I think Washington State is a model with affirmative action. We must all work together on this. We're not there yet, and we will keep working forward and we do support this. Thank you.

#### **Office of Superintendent of Public Instruction** – none

#### **Higher Education Board**

Gary Allin, representing Higher Education Board Director Michael Ball, and the rest of the staff of the state-approving agency reported. We approve the apprenticeship and on-the-job training programs throughout the state for veterans, reservists, and eligible dependents. Currently we have approved 124 apprenticeship and OJT programs for veterans to receive training and be eligible to get their training benefits.

These establishments include the construction trades; utilities; municipal, county, and state services; law enforcement; and technology. These include organizations from - that have hundreds of employees down to mom-and-pop businesses that literally have businesses out of the basement or a workshop in the back of the yard, employing people at every level of society.

We have one on-the-job training program that is in the review process of approval. And we have two apprenticeship and six on-the-job training programs that have requested applications for approval.

I'm also available afterwards to answer any questions that certifying officials may have about reservists or other members of their work crews that have been called up for active duty and how that impacts the documentation of their certifications for benefits.

If any of you have employees that have student loans while they were at school who were veterans who have been called up for active duty, I have some information as well that I can forward to you about legislation that is in the process for alleviating the hardships that the active duty deployed people are having in getting their student loans put into abeyance while they're in service to their country. Thank you.

### **Labor and Industries Affirmative Action Advisory Committee**

Nancy Mason reported that at the Affirmative Advisory Committee meeting yesterday, at the request of Council member Pete Crow, Ron Johnson spoke to us about civil service and Marvin Jenkins gave a presentation about how DOT is still enforcing minority and women participation and retention in heavy highway jobs.

Jennifer Silverdale gave a presentation about driver's license retrieval and how important it is for people getting into apprenticeship to have a driving license

Alice Lockridge gave a really great presentation on some of the things that women need to know about for keeping in good shape, how to keep women in the programs, and some kind of uplifting things for all of us.

### **Labor and Industries Apprenticeship Retrieval Tracking System (ARTS) Upgrade**

Nancy Mason reported that the ARTS system is continuing to be upgraded that and next week as we migrate the COBOL (entered data that the system was made for apprenticeship in the late '80's) into a new database for the new Apprenticeship Record Tracking System. Hopefully none of that data gets corrupted in the transfer to the new system.

### **General Administration, State of Washington** – none

### **Oregon State Apprenticeship and Training Council** – none

### **Washington State Coordinators' Association**

Bill Bowser reported coordinators had their meeting yesterday. The Coordinators' Association will work with Nancy Mason and her staff in making sure that those career fairs get staffed across the state.

We heard a reports from Nancy Mason, Apprenticeship Program Manager; Rebecca Rhodes, State Board; Anne Wetmore from ATELS; Chuck Danner, Eastern Coordinators' Association; and Lee Nugent, Western Coordinators' Association.

There were discussions on the FTE distribution for the 450 that the coordinators would like to have an opportunity to work with the state board seeing where those monies are going.

Anne Wetmore mentioned, in the push for establishing new and emerging apprenticeship programs, we have only a defined pot of money here in the state. And as we grow apprenticeship and grow programs, that pot gets spread thinner and thinner. So we would like to work together to try to solve that funding issue as everyone is aware of. Thank you.

### **Secretary, Washington State Apprenticeship and Training Council**

Patrick Woods reported there are a number of issues that have been before the legislature affecting significant parts of the apprenticeship community. We've had a number of bills dealing with electrical issues and plumbing issues and a whole variety of regulations.

A couple of things that is important in light of legislation. We have the pathways bill. Thanks to the community college system and the participants for working with the Department and really working with Representative Velma Veloria who was the instigator and the force behind that issue of trying to ensure that folks who invest the time in apprenticeship get the maximum return. That really made a difference. We had a cooperative effort that's going to build over the year ahead.

There was a bill regarding apprenticeship utilization. That was somewhat of a polarizing issue in the legislature. The Department did go and testify in support of that bill. The legislation is consistent with the governor's executive order as it left the committee and went over to the Senate from the House. We had a lot of good participation from many of the coordinators and many of the programs emphasizing the importance of apprenticeship and how the utilization puts the support of the state behind apprenticeship.

Unfortunately, it did not get a hearing in the Senate and it is currently dead. But we're hoping that that issue will return and that the executive order will be put into statute. So it will be a long-term commitment by the state of Washington.

In addition, the transportation package that is now coming together has focused on apprenticeship again, emphasizing that if we are to meet the demands of a high performance workplace, apprenticeship needs to be a part of that because it's demonstrated its ability to do so.

And, then, one individual bill that I have to congratulate Anne Wetmore on is the cosmetology pilot program. Again, the message regarding apprenticeship being proactive and people getting paid while they're in training is getting out to the general community and is very supported by the legislature. In that regard, for the first time since I've been the secretary, we've been asked to speak in a number of committees during the legislative session. The Senate Education Committee asked Nancy and myself to come in and present what is apprenticeship and how it works. They're very interested in it. And in addition, the House Commerce and Labor Committee and the House Higher Ed Committee asked for information dealing with the bills.

It really is reflective of a new approach to training that is out there. As you know, the legislature is looking at a \$2.6 billion shortfall. You can imagine what that would do to many of us to see that type of a reduction as a percentage of our budget. It's approximately 10 percent. It has a major impact on a number of agencies. I'm very pleased to tell you that apprenticeship did not get adversely impacted too much by that. We did take some cuts, but I think it's indicative of the governor's commitment to apprenticeship.

You've heard Nancy speak about the ARTS system upgrade. That was a direct decision by the governor to ensure that our system, competing with lots of other programs, got the necessary support.

Finally, I do want to let you know that we are looking at additional ways to expand the apprenticeship program. We've heard this morning the challenges financially that all of you are facing. We're also looking at partnering with the federal agencies, and we're really appreciative of the support they've given us to date. We've received about \$350,000 for the child care apprenticeship program. L & I did not keep a penny of that money. It went all to the coordinator and the program to get things moving. Additionally, we got another \$50,000 for medical coordinator, and 100 percent of that also went outside of the agency to those programs.

We're committed in every way possible to give you the support to expand apprenticeship. And if you have not had the chance to see, this is just out, this is the Workforce Board report. I wasn't able to bring copies because they were in limited supply, but we'll try to get those for the next council meeting. Again, apprenticeship is the top performer. The median wage - when I tell this to legislators, that the median wage of a graduated apprentice is \$50,599 with the minimal amount of state resources that go to it, because really the resources come from you - and that is why, when I tell legislators, you've got to come to a quarterly meeting - most meetings of workforce boards

and councils, you would be lucky if you can have ten people in the room. When it comes to apprenticeship, it's reflective of the commitment that you have to apprenticeship by the amount of people that attend and the participation that goes on.

Finally, there's a couple of items that Nancy mentioned to me that we're looking at goals in the coming year to expand apprenticeship with strategic score cards regarding health care and technology. And we just wanted to let you know, anything we can do to support you, please contact us and we are happy to work with you on that.

M/S/C to accept reports from the State Board for Community and Technical Colleges down through Secretary of Washington State Apprenticeship and Training Council.

#### **WSATC Affirmative Action Subcommittee**

Pete Crow reported that the regular subcommittee was not held. However, there's been a request from the Department concerning the reviews and the workload and the concentration of trying to handle new and emerging apprenticeship programs. A motion was made that the Council direct the Department to concentrate on creating new and emerging apprenticeship programs with emphasis in health care and IT. It will not be conducting a compliance review of 2003 and will begin the 2004 compliance reviews in January 2005. All apprenticeship programs should continue to recruit and retain apprentices, keep proper administrative records, and participate in outreach efforts.

M/S/C that the Council direct the Department to concentrate on creating new and emerging apprenticeship programs. We will not be conducting a compliance review of 2003 and will begin the 2004 reviews in January of 2005. *Current out-of-compliance programs will still be required to report and come into compliance.* All apprenticeship programs should continue to recruit, retain apprentices, keep proper administrative records, and participate in outreach efforts.

#### **WSATC Annual Report Subcommittee**

Susan Crane reported that a draft report was available for review.

#### **WSATC Reciprocity Subcommittee**

Reginald Kaiser reported that the Reciprocity Committee met with Ron Johnson of the Department of Labor yesterday, 4/16/03. Ron informed us that there have been some changes - proposed changes in the MOU between DOL and the states. These changes, if approved, will require that signatory states re-sign the agreement. The committee believes that these changes are housekeeping in nature, and we recommend that they be approved. Signatory states are Oregon, Idaho, and Montana.

#### **WSATC Special Subcommittee** – none

#### **WSATC Strategic Planning Committee** – none

#### **WSATC Tie-Breaker Committee** – none

#### **WSATC WAC/RCW Committee** – none

#### **WSATC Members** – none

M/S/C to accept reports from the WSATC Annual Report Subcommittee down through WSATC Members.

### **EXECUTIVE SESSION:**

Recessed for executive session at 9:44 AM.

WSATC Meeting reconvened at 10:52 AM.

**UNFINISHED BUSINESS:**

**1. WSATC Policy on Objections and Administrative Law Judge Referrals**

(Tabled from January 2003 meeting)

M/S/C to carry over this item to the July quarterly meeting, that the Chair appoint a committee to work this issue.

**2. City of Tacoma – Light Division (Frances Nelson)**

Initial ALJ 02-01-18-2 Decision

M/S/C for a continuance of this item to the July quarterly meeting.

**3. Northwest Washington Carpet, Linoleum, & Soft Tile Apprenticeship Committee**

Motion for Reconsideration

M/S/C to approve.

**4. Construction Industry Training Council of Washington**

(Construction Equipment Operators)

Decision from January 16, 2003 Special Meeting

M/S/C to approve.

**NEW BUSINESS:**

**5. Oregon / Washington Registered Apprenticeship Agreements**

Update from Oregon Apprenticeship and Training Council – March 2003

M/S/C to approve.

New Standards:

**6. NORTHWEST WASHINGTON CARPET, LINOLEUM, & SOFT TILE APPRENTICESHIP COMMITTEE**

Carpet, Linoleum, & Soft Tile Layers (DOT 864.481-010) 6,000 hours

M/S/C to approve.

**7. TEKNON CORPORATION APPRENTICESHIP COMMITTEE**

Data/Voice Cabling Technician – Installer (DOT 823.261-030) 4,000 hours

M/S/C to approve contingent on approval by the RSI committee.

Revised Standards:

**8. INDEPENDENT ELECTRICAL CONTRACTORS OF WASHINGTON APPRENTICESHIP AND TRAINING COMMITTEE**

Section I: Geographical Area Covered

M/S/C to approve.

**9. AVISTA CORPORATION**

Section II: Minimum Qualifications

- Section III: Conduct of Program under Washington Equal Employment Opportunity Plan
  - A. Selection Procedures
- Section VII: Apprentice Wages and Wage Progression
- Section X: Administrative/Disciplinary Procedures

M/S/C to approve.

#### **10. BENTON RURAL ELECTRIC COOPERATIVE**

- Section I: Geographical Area Covered (definition only)
- Section II: Minimum Qualifications
- Section III: Conduct of Program under Washington Equal Employment Opportunity Plan
  - A. Selection Procedures
  - B. Equal Employment Opportunity Plan
- Section IX: Related/Supplemental Instruction

M/S/C to approve.

#### **11. CITY OF ELLENSBURG, LIGHT DEPARTMENT**

- Section II: Minimum Qualifications
- Section III: Conduct of Program under Washington Equal Employment Opportunity Plan
- Section VI: Ratio of Apprentices to Journey Level Workers
- Section VII: Apprentice Wages and Wage Progression

M/S/C to approve with update into the new WSATC standards format.

#### **12. CITY OF OLYMPIA WASTEWATER TREATMENT APPRENTICESHIP COMMITTEE** Change occupation name to **Wastewater Treatment Plant Operator**

**Delete** 1<sup>st</sup> paragraph in Opening Section

**Change** 2<sup>nd</sup> paragraph in opening section

- Section I: Geographical Area Covered
- Section II: Minimum Qualifications
- Section III: Conduct of Program under Washington Equal Employment Opportunity Plan
  - A. Selection Procedures
  - B. Equal Employment Opportunity Plan
- Section IV: Term of Apprenticeship
- Section V: Initial Probationary Period
- Section VI: Ratio of Apprentices to Journey Level Workers
- Section VII: Apprentice Wages and Wage Progression
- Section VIII: Work Processes
- Section IX: Related/Supplemental Instruction
- Section X: Administrative/Disciplinary Procedures
- Section XI: Committee – Responsibilities and Composition

M/S/C to approve.

#### **13. CITY OF RICHLAND, UTILITIES & PHYSICAL SERVICES DEPARTMENT, LOCAL UNION 77, IBEW APPRENTICESHIP COMMITTEE**

Name Change: **FROM:** City of Richland, Utilities & Physical Services Department, Local Union 77, IBEW Apprenticeship Committee **TO:** City of Richland, Energy Services Department, Local Union 77, IBEW Apprenticeship Committee

- Section III: Conduct of Program under Washington Equal Employment Opportunity Plan
  - A. Selection Procedures
  - B. Equal Employment Opportunity Plan
- Section VII: Apprentice Wages and Wage Progression
- Section VIII: Work Processes
- Section XI: Committee – Responsibilities and Composition

M/S/C to approve with update into the new WSATC standards format.

**14. CLALLAM COUNTY P.U.D. NO. 1 APPRENTICESHIP COMMITTEE**

- Request new WSATC standard format
- Section II: Minimum Qualifications
- Section IX: Related/Supplemental Instruction

M/S/C to approve.

**15. COLUMBIA RURAL ELECTRIC ASSOCIATION, INC. APPRENTICESHIP COMMITTEE**

- Section II: Minimum Qualifications
- Section III: Conduct of Program Under Washington Equal Employment Opportunity Plan
- Section XI: Committee - Responsibilities and Composition

M/S/C to approve with update into the new WSATC standards format.

**16. CONSTRUCTION INDUSTRY TRAINING COUNCIL OF WASHINGTON (Carpenter)**

- Section X: Administrative/Disciplinary Procedures

M/S/C to approve with update into the new WSATC standards format.

**17. CONSTRUCTION INDUSTRY TRAINING COUNCIL OF WASHINGTON  
(Construction Electrician)**

- Section X: Administrative/Disciplinary Procedures

M/S/C to approve with update into the new WSATC standards format.

**18. EASTERN WASHINGTON – NORTHERN IDAHO CARPENTERS APPRENTICESHIP COMMITTEE**

- Request new WSATC standard format
- Section II: Minimum Qualifications

M/S/C to approve with update into the new WSATC standards format.

**19. ESD #112 APPRENTICESHIP PROGRAM (career resource technician)**

- Section II: Minimum Qualifications
- Section III: Conduct of Program under Washington Equal Employment Opportunity Plan
  - A. Selection Procedures
  - B. Equal Employment Opportunity Plan
- Section VI: Ratio of Apprentices to Journey Level Workers
- Section VII: Apprentice Wages and Wage Progression
- Section IX: Related/Supplemental Instruction

M/S/C to approve with update into the new WSATC standards format.

**20. ESD #112 EARLY CHILDHOOD SPECIAL EDUCATION ASSISTANT**

- Section I: Geographical Area Covered (address change only)
- Section III: Conduct of Program under Washington Equal Employment Opportunity Plan
  - A. Selection Procedures
  - B. Equal Employment Opportunity Plan
- Section VI: Ratio of Apprentices to Journey Level Workers
- Section VII: Apprentice Wages and Wage Progression

M/S/C to approve with update into the new WSATC standards format.

**21. GRANT COUNTY PUD NO. 2 APPRENTICESHIP COMMITTEE**

- Section II: Minimum Qualifications
- Section III: Conduct of Program under Washington Equal Employment Opportunity Plan
  - A. Selection Procedures
  - B. Equal Employment Opportunity Plan
- Section IV: Term of Apprenticeship
- Section VII: Apprentice Wages and Wage Progression
- Section VIII: Work Processes
- Section IX: Related/Supplemental Instruction
- Section X: Administrative/Disciplinary Procedures

M/S/C to approve with update into the new WSATC standards format.

**22. GRAYS HARBOR AREA CARPENTERS, MILL & CABINET MAKERS  
APPRENTICESHIP COMMITTEE**

Change Program Name **FROM:** above **TO: GRAYS HARBOR AREA CARPENTERS  
APPRENTICESHIP COMMITTEE**

**Remove the following occupations:**

**Boat Builder**  
**Drywall Metal Stud Acoustical & Ceiling Applicator**  
**Mill & Cabinet Maker**  
**Millwright**  
**Shipwright**

Opening paragraph change

- Section II: Minimum Qualifications
- Section III: Conduct of Program under Washington Equal Employment Opportunity Plan
  - B. Equal Employment Opportunity Plan
- Section IV: Term of Apprenticeship
- Section VI: Ratio of Apprentices to Journey Level Workers
- Section VII: Apprentice Wages and Wage Progression
- Section VIII: Work Processes
- Section IX: Related/Supplemental Instruction
- Section X: Administrative/Disciplinary Procedures

M/S/C to approve with update into the new WSATC standards format.

**23. INLAND EMPIRE PLUMBING AND PIPEFITTING INDUSTRY APPRENTICESHIP  
TRAINING COMMITTEE**

- Section II: Minimum Qualifications
- Section III: Conduct of Program under Washington Equal Employment Opportunity Plan

- A. Selection Procedures
- Section X: Administrative/Disciplinary Procedures
- Section XI: Committee – Responsibilities and Composition

M/S/C to approve with update into the new WSATC standards format.

**24. J.R. SIMPLOT CO. QUINCY – INDUSTRIAL MAINTENANCE MECHANIC**

- Section III: Conduct of Program under Washington Equal Employment Opportunity Plan
  - B. Equal Employment Opportunity Plan
- Section X: Administrative/Disciplinary Procedures

**PULLED** from agenda due to sponsor no show or representation letter.

**25. KENNEWICK FIRE DEPARTMENT FIRE FIGHTER APPRENTICESHIP COMMITTEE**

- Section V: Initial Probationary Period
- Section VI: Ratio of Apprentices to Journey Level Workers
- Section VII: Apprentice Wages and Wage Progression

**PULLED** from agenda due to sponsor no show or representation letter.

**26. KING COUNTY CARPENTERS APPRENTICESHIP COMMITTEE**

**Revise** cover sheet Skilled Occupational Objective(s): Scaffold Erector only **to read:**

Scaffold Erector (DOT 860.381-042) 5200 – 8000 Hours

- Section III: Conduct of Program under Washington Equal Employment Opportunity Plan
  - A. Selection Procedures
- Section IV: Term of Apprenticeship
- Section VI: Ratio of Apprentices to Journey Level Workers
- Section VII: Apprentice Wages and Wage Progression
- Section VIII: Work Processes

M/S/C to approve with a review in a few years on how the completions are going for the new scaffold erector classification.

**27. NORTH PUGET SOUND CARPENTERS JATC**

**Revise** cover sheet Skilled Occupational Objective(s): Scaffold Erector only **to read:**

Scaffold Erector (DOT 860.381-042) 5200 – 8000 Hours

- Section III: Conduct of Program under Washington Equal Employment Opportunity Plan
  - A. Selection Procedures
- Section IV: Term of Apprenticeship
- Section VII: Apprentice Wages and Wage Progression
- Section VIII: Work Processes

M/S/C to approve with a review in four years on how the completions are going for the new scaffold erector classification.

**28. PASCO MILLWRIGHTS APPRENTICESHIP COMMITTEE**

Request new WSATC standard format

- Section I: Geographical Area Covered
- Section II: Minimum Qualifications
- Section III: Conduct of Program under Washington Equal Employment Opportunity Plan
  - A. Selection Procedures

Section V: Initial Probationary Period  
 Section VI: Ratio of Apprentices to Journey Level Workers  
 Section IX: Related/Supplemental Instruction  
 Section X: Administrative/Disciplinary Procedures  
 Section XI: Committee – Responsibilities and Composition  
 Section XIII: Training Director/Coordinator

M/S/C to approve.

**29. SOUTHEASTERN WASHINGTON/NORTHEASTERN OREGON SHEET METAL WORKERS APPRENTICESHIP COMMITTEE**

Section II: Minimum Qualifications  
 Section III: Conduct of Program under Washington Equal Employment Opportunity Plan  
                   A. Selection Procedures  
 Section VI: Ratio of Apprentices to Journey Level Workers  
 Section IX: Related/Supplemental Instruction

M/S/C to approve with update into the new WSATC standards format, receipt of the tool list, and inclusion of the out-of-state statement.

**30. SOUTHWEST WASHINGTON ELECTRICAL WORKERS APPRENTICESHIP COMMITTEE**

Section II: Minimum Qualifications

M/S/C to approve.

Cancellation Of Apprenticeship Committees:

**31. ALDERWOOD VISION CLINIC (Sponsor's Request)**

M/S/C to concur with the request of cancellation.

**32. FEDERAL WAY FIRE FIGHTERS APPRENTICESHIP COMMITTEE (Sponsor's Request)**

M/S/C to concur with the request of cancellation.

**33. LONGVIEW FIRE DEPARTMENT APPRENTICESHIP COMMITTEE (Sponsor's Request)**

M/S/C to concur with the request of cancellation.

**ADMINISTRATIVELY APPROVED REVISIONS:**

**34. BENTON RURAL ELECTRICAL ASSOCIATION APPRENTICESHIP COMMITTEE  
 XI. COMMITTEE – RESPONSIBILITIES AND COMPOSITION**

Convert to new standards format

**35. BOEING / IAM JOINT APPRENTICESHIP COMMITTEE, THE  
 XI. COMMITTEE – RESPONSIBILITIES AND COMPOSITION**

**36. CHOICE OPTICAL (name change) FROM: CHOICE OPTICAL TO: RAINIER OPTICAL  
 XI. COMMITTEE – RESPONSIBILITIES AND COMPOSITION**

Convert to new standards format

**37. CITY OF CASHMERE LIGHT DEPARTMENT APPRENTICESHIP COMMITTEE**

Convert to new standards format

**38. CITY OF CHEWELAH**

Convert to new standards format

39. **CITY OF ELLENSBURG, LIGHT DEPARTMENT**  
XI. COMMITTEE – RESPONSIBILITIES AND COMPOSITION  
Convert to new standards format
40. **CITY OF ELLENSBURG (GAS MAIN FITTER)**  
Convert to new standards format
41. **CITY OF OLYMPIA WASTEWATER TREATMENT APPRENTICESHIP COMMITTEE**  
XI. COMMITTEE – RESPONSIBILITIES AND COMPOSITION
42. **CITY OF RICHLAND, UTILITIES & PHYSICAL SERVICES DEPARTMENT, LOCAL UNION 77, IBEW APPRENTICESHIP COMMITTEE**  
XI. COMMITTEE – RESPONSIBILITIES AND COMPOSITION  
Convert to new standards format
43. **CITY OF SEATTLE, WASHINGTON APPRENTICESHIP COMMITTEE (A&MTCAC)**  
XII. SUBCOMMITTEE:
44. **CITY OF TACAOMA – LIGHT DIVISION APPRENTICESHIP COMMITTEE**  
(Introductory Paragraph Only)  
XI. COMMITTEE – RESPONSIBILITIES AND COMPOSITION  
XII. SUBCOMMITTEE:
45. **CLARK COUNTY P.U.D. NO. 1 APPRENTICESHIP COMMITTEE**  
XI. COMMITTEE – RESPONSIBILITIES AND COMPOSITION
46. **CONSTRUCTION INDUSTRY TRAINING COUNCIL OF WASHINGTON (Construction Equipment Operators)**  
XI. COMMITTEE – RESPONSIBILITIES AND COMPOSITION
47. **COWLITZ COUNTY FIRE DISTRICT #2**  
Convert to new standards format
48. **DR. GARY MARTINKUS AND ASSOCIATES**  
Convert to new standards format
49. **EASTERN WASHINGTON - NORTHEAST OREGON AREA PLUMBERS, STEAMFITTERS, AND REFRIGERATION FITTERS APPRENTICESHIP COMMITTEE**  
XI. COMMITTEE – RESPONSIBILITIES AND COMPOSITION  
III. TRAINING DIRECTOR/COORDINATOR:  
Convert to new standards format
50. **ENERGY NORTHWEST INDUSTRIAL MAINTENANCE ELECTRICIAN**  
Convert to new standards format
51. **FERRY COUNTY PUD #1 APPRENTICESHIP COMMITTEE**  
Convert to new standards format
52. **FOXX BOWL APPRENTICESHIP PROGRAM**  
Convert to new standards format
53. **GEORGIA PACIFIC AND THE AWPPW LOCAL #5 APPRENTICESHP COMMITTEE**  
XI. COMMITTEE – RESPONSIBILITIES AND COMPOSITION
54. **HONEYWELL MACHINIST APPRENTICESHIP PLANT PROGRAM**  
XI. COMMITTEE – RESPONSIBILITIES AND COMPOSITION  
Convert to new standards format

55. **I.E.C. OF WASHINGTON APPRENTICESHIP AND TRAINING COMMITTEE**  
XI. COMMITTEE – RESPONSIBILITIES AND COMPOSITION
56. **INLAND EMPIRE ELECTRICAL TRAINING TRUST**  
XI. COMMITTEE – RESPONSIBILITIES AND COMPOSITION
57. **INLAND NORTHWEST MASONRY APPRENTICESHIP COMMITTEE**  
XI. COMMITTEE – RESPONSIBILITIES AND COMPOSITION
58. **KING COUNTY CARPENTERS APPRENTICESHIP COMMITTEE**  
XI. COMMITTEE – RESPONSIBILITIES AND COMPOSITION
59. **KING COUNTY FIRE DISTRICT #40 APPRENTICESHIP STANDARDS**  
XI. COMMITTEE – RESPONSIBILITIES AND COMPOSITION  
XIII. TRAINING DIRECTOR/COORDINATOR
60. **NORTHWEST OUTSIDE TELEPHONE APPRENTICESHIP COMMITTEE**  
CHANGE NAME OF COMMITTEE **FROM** the above **TO:** NORTHWEST OUTSIDE  
TELECOMMUNICATIONS JOINT APPRENTICESHIP AND TRAINING COMMITTEE  
XI. COMMITTEE – RESPONSIBILITIES AND COMPOSITION
61. **PA&E CASTING DIVISION**  
Convert to new standards format
62. **PACIFIC NORTHWEST IRONWORKERS & EMPLOYERS APPRENTICESHIP AND  
TRAINING COMMITTEE LOCAL #14**  
Convert to new standards format
63. **PASCO MILLWRIGHTS APPRENTICESHIP COMMITTEE**  
XI. COMMITTEE – RESPONSIBILITIES AND COMPOSITION  
XIII. TRAINING DIRECTOR/COORDINATOR:
64. **PIERCE COUNTY ROOFERS APPRENTICESHIP COMMITTEE**  
XIII. TRAINING DIRECTOR/COORDINATOR:
65. **PIONEER INDUSTRIES MACHINIST INTERNAL APPRENTICESHIP COMMITTEE**  
XI. COMMITTEE – RESPONSIBILITIES AND COMPOSITION
66. **PORT OF TACOMA APPRENTICESHIP COMMITTEE**  
XI. COMMITTEE – RESPONSIBILITIES AND COMPOSITION
67. **PUD #1 OF WAHIAKUM COUNTY APPRENTICESHIP**  
Convert to new standards format
68. **PUGET SOUND ELECTRICAL JOINT APPRENTICESHIP AND TRAINING  
COMMITTEE**  
VII. APPRENTICE WAGES and WAGE PROGRESSION:
69. **PUGET SOUND ENERGY COMPANY APPRENTICESHIP COMMITTEE**  
(North, Central, and Southwest)  
XII. SUBCOMMITTEE:
70. **RENTON FIRE FIGHTERS APPRENTICESHIP COMMITTEE**  
XI. COMMITTEE – RESPONSIBILITIES AND COMPOSITION

71. **SOUTH PUGET SOUND CARPENTERS JOINT APPRENTICESHIP AND TRAINING COMMITTEE**  
III. CONDUCT OF PROGRAM UNDER WASHINGTON EQUAL EMPLOYMENT OPPORTUNITY PLAN:  
A. Selection Procedures:  
VII. APPRENTICE WAGES and WAGE PROGRESSION:  
IX. RELATED/SUPPLEMENTAL INSTRUCTION:
72. **TRANSALTA CENTRALIA GENERATION LLC/IBEW LOCAL 125**  
Convert to new standards format
73. **VANCOUVER MACHINISTS AND AUTOMOTIVE MACHINISTS APPRENTICESHIP COMMITTEE**  
XI. COMMITTEE – RESPONSIBILITIES AND COMPOSITION
74. **WASHINGTON CONSTRUCTION TEAMSTERS APPRENTICESHIP PROGRAM**  
Convert to new standards format
75. **WASHINGTON PACIFIC POWER & LIGHT & LU 125 JATC (substation Wireman)**  
Convert to new standards format upon approval of Revision of Committee
76. **WASHINGTON PACIFIC POWER & LIGHT & LU 125 JATC (lineman)**  
Convert to new standards format upon approval of Revision of Committee
77. **WASHINGTON PACIFIC POWER & LIGHT & LU 125 JATC (meter Technician)**  
Convert to new standards format upon approval of Revision of Committee
78. **WASHINGTON STRUCTURAL METAL FABRICATORS' APPRENTICESHIP COMMITTEE**  
XI. COMMITTEE – RESPONSIBILITIES AND COMPOSITION  
XIII. TRAINING DIRECTOR/COORDINATOR:  
Convert to new standards format
79. **WESTERN OREGON AND SOUTHWEST WASHINGTON PAINTERS APPRENTICESHIP COMMITTEE**  
XI. COMMITTEE – RESPONSIBILITIES AND COMPOSITION  
XIII. TRAINING DIRECTOR/COORDINATOR:
80. **WESTERN STATES BOILERMAKERS APPRENTICESHIP COMMITTEE**  
XI. COMMITTEE – RESPONSIBILITIES AND COMPOSITION
81. **WESTERN WASHINGTON OPERATING ENGINEERS APPRENTICESHIP COMMITTEE**  
XI. COMMITTEE – RESPONSIBILITIES AND COMPOSITION
82. **YAKIMA FIRE DEPARTMENT FIRE MEDIC STANDARD**  
XI. COMMITTEE – RESPONSIBILITIES AND COMPOSITION  
Convert to new standards format upon approval of Revision of Committee
83. **YELM SCHOOL DISTRICT #2 APPRENTICESHIP COMMITTEE**  
XI. COMMITTEE – RESPONSIBILITIES AND COMPOSITION

M/S/C to approve items 34 – 83.

## **GOOD AND WELFARE**

Larry Walters, Northwest Laborers Training Apprenticeship Program shared the good news that we are going to have the 6th Annual Construction Apprenticeship Academy in Kingston again, two weeks. The first week will be July 13th through the 18th and the second week will be July the 20th through the 25th. So this is for teachers and for students and for counselors. We're going to have 20 students per week with five counselors and teachers. It is on the Internet through Michael Thurman, through the apprenticeship in Olympia..

COUNCILMEMBER NICHOLS expressed thanks to the Northwest Laborers for doing this. It is an economic sacrifice for them to do this, and it's a tremendous opportunity for people to learn about your program.

SECRETARY WOODS shared a couple of things – with the session wrapping up and that there have been a number of issues dealing with the electrical industry and the plumbing industry.

There have been a number of issues regarding exemptions. I'm happy to say that those exemptions, in most part, have not passed and it does not look like that they will be passed.

There have been some improvements to some areas. One is for a reciprocity across plumbers and electricians when they replace hot water heaters so you don't have to redo a license to do that type of work. So it's at the journey level, and it seems to have agreement at this stage.

In addition, I know there is a lot of folks that are interested in prevailing wage issues, and we've had a number of bills dealing with prevailing wage. The Department has been asked to provide advice to the committees. I'm happy to say that a proposal that would have, we feel, adversely impacted the prevailing wage died in committee in the Senate and by the direction of the chairman, even though it was his bill. So it really was good to see both business and labor and the Department providing information to folks that they felt that they could act on those bills.

COUNCILMEMBER CROW personally thanked LaFrank Newell for the two years he served as chairman of the Council, doing a good job in almost every case and keeping the Council in order.

CHAIRMAN NEWELL shared that this is his last meeting as a chairman of the Council, and will be moving on. He announced that Pete Crow will be the next chair of the Council when we meet in July. And the vice-chair will be Melinda Nichols.

## **DATE AND LOCATION OF NEXT MEETING:**

JULY 17 – 18, 2003  
THE HEATHMAN LODGE  
7801 NE GREENWOOD DRIVE  
VANCOUVER, WASHINGTON 98332

## **FUTURE MEETING SITES:**

OCTOBER 2003	SPOKANE
JANUARY 2004	TUMWATER
APRIL 2004	BELLINGHAM
JULY 2004	VANCOUVER

## **ADJOURNMENT**